



**A Foreign Qualification
Recognition Plan for Alberta
Progress Report 2009-2010**

Government
of Alberta

Alberta
Freedom To Create. Spirit To Achieve.

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A Message from the Minister of Employment and Immigration

I am very pleased to share this report on our progress in implementing *A Foreign Qualification Recognition Plan for Alberta* (FQR Plan).

Since the FQR Plan was launched in November 2008, we have worked closely with our partners in enhancing foreign qualification assessment and recognition in the province.

I am proud of the leadership that has been shown by this government and all our partners, including professional regulatory organizations, immigrant-serving agencies, educational institutions and employers. Because of our hard work, Alberta has been recognized as a national leader in the area of foreign qualification recognition. Moreover, our collaborative approach to making systemic improvements to the way qualifications are recognized is being monitored right across the country.

We will need to continue this collaborative approach so that Alberta remains competitive in attracting skilled immigrants in the years to come. With a shrinking population growth and a large portion of our workforce set to retire over the next few years, Alberta will face labour shortages in a number of skilled occupations. Providing opportunities for immigrants to fully use their skills, education and experience will be the key to continuing Alberta's economic success.

Over the coming year, I look forward to working with many groups and individuals as we continue to implement Alberta's FQR Plan together.



Thomas A. Lukaszuk
Minister of Employment and Immigration
MLA, Edmonton – Castle Downs



**Alberta is a popular destination
among new immigrants to Canada.**

In 2009, Alberta welcomed 27,017 new immigrants, a 29% increase from 2007 when the FQR Plan was being developed. 16,532 (or approximately 61%) of these individuals immigrated as "economic class" immigrants, meaning they were admitted to Canada by demonstrating qualifications that would contribute to the national economy.

Source: Citizenship and Immigration Canada, Facts and Figures, Preliminary 2009 Data.

A more detailed statistical overview of immigration to Alberta is included in Appendix 1.

**Did you
know?**

Introduction

Foreign Qualification Recognition (FQR) is defined as the process of verifying that the education, skills and job experience obtained in another country meet the standards established for Canadian workers.

Since *A Foreign Qualification Recognition Plan for Alberta* (FQR Plan) was announced in November 2008, significant progress has been made to increase the capacity in Alberta to recognize foreign qualifications.

Through collaboration, the Government of Alberta and its partners are building a strong foundation to reach our goal: immigrants will have the opportunity to fully use their education, skills and work experience for the benefit of themselves and the Alberta economy.

The FQR Plan emphasizes collaboration across government departments and with partners outside of government, to achieve improvements in three strategic areas:

Specialized Information: To ensure that immigrants have access to current, accurate and understandable information about the steps they need to go through to have their foreign credentials recognized.

Assessment Standards and Resources:

To increase transparency, fairness and accountability of FQR processes.

Bridging the Gaps: To bridge gaps between immigrants' qualifications and the standards required to enter the workplace, educational institutions, or to register with professional regulatory organizations.

This report includes highlights and accomplishments for each strategic area during the reporting period May 2009 – April 2010. It also includes priorities for the coming year.

These achievements demonstrate a strong commitment by the Government of Alberta and its partners towards improving the long-term integration of immigrants in this province.

While the report emphasizes activities and accomplishments undertaken or supported by government, many other non-governmental groups have also made substantial contributions in the area of FQR.

The FQR Plan and related documents are available online at www.employment.alberta.ca/fqr.

Alberta has taken a leadership role in FQR nationally

Alberta served as co-chair of the national working group that developed the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications.

The Framework is available at www.hrsdc.gc.ca/eng/workplaceskills/publications/fcr/pcf.shtml.

Alberta's professional regulatory organizations are leaders in FQR

Professional regulatory organizations have received the FQR Plan very positively and have been actively engaged in finding ways to streamline their processes for foreign qualified applicants.

**Did you
know?**

Overview

Despite recent economic challenges, there are signs that Alberta's economy is on the rebound.¹ In the next ten years, the province faces a potential labour shortage of 77,000 workers. Shortages are projected in many regulated occupational fields such as engineering, medicine, computer and information technology, teaching, pharmacy, nursing, medical technology and the trades.² Attracting and retaining immigrants, in particular those trained in these occupations, remains an essential strategy to help address the province's labour market needs.

Thousands of immigrants choose to come to the province each year. They bring with them a wealth of knowledge, skills and experience that contribute to the province's workforce and enrich our communities. However, many highly skilled immigrants have reported challenges in integrating into Alberta's labour market. Some immigrants report that they are underemployed or have difficulties finding employment related to their education or meeting licensing requirements.

In 2007, the Government of Alberta worked with its partners, including professional regulatory organizations, employers, immigrant-serving organizations, educational institutions³ and immigrants, to identify specific actions to address these challenges. The result of this collaborative process was the development of *A Foreign Qualification Recognition Plan for Alberta* (FQR Plan), announced in November 2008.

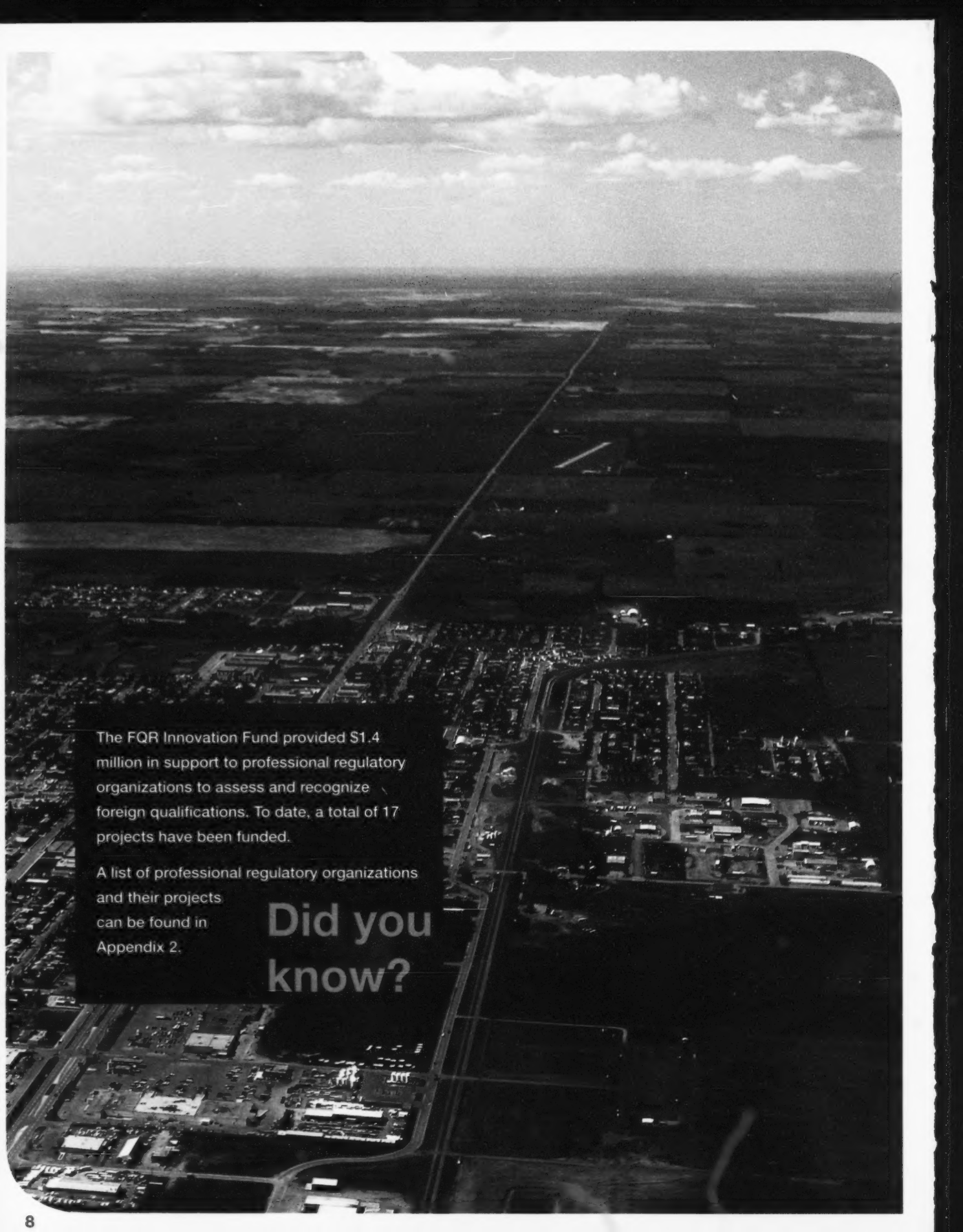
The FQR Plan is a government-wide initiative that complements other key government strategies including *Building and Educating Tomorrow's Workforce*, the *Health Workforce Action Plan*, *Supporting Immigrants and Immigration to Alberta*, and the *Education Sector Workforce Planning Framework for Action*.

The FQR Plan also complements the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*, announced in November 2009 and now being implemented by governments and stakeholders across Canada.

¹The Conference Board of Canada is projecting economic growth for 2010 (see Provincial Outlook Autumn 2009). www.conferenceboard.ca/documents.aspx?did=3277

²Government of Alberta, Employment and Immigration, Alberta's Occupational Demand and Supply Outlook 2009 – 2019. www.employment.alberta.ca/documents/LMI/LMI-LMF_occ_demand_supply.pdf

³Educational institutions include post-secondary institutions, adult learning centres, and other organizations that deliver educational programs and supports to internationally-educated learners.

An aerial photograph of a coastal region. A long, straight road or railway line runs diagonally from the bottom left towards the top right. To the left of this line, there are several large industrial or commercial buildings with flat roofs. To the right, there's a more developed area with smaller buildings and parking lots. The background shows a vast expanse of water under a sky with scattered clouds.

The FQR Innovation Fund provided \$1.4 million in support to professional regulatory organizations to assess and recognize foreign qualifications. To date, a total of 17 projects have been funded.

A list of professional regulatory organizations and their projects can be found in Appendix 2.

**Did you
know?**

Highlights

In the past year, significant progress has been made in each of the strategic areas of the FQR Plan. This report outlines these accomplishments, by strategic area, as well as next year's priorities. A few of the achievements include:

- ✓ \$1.4 million in funding to professional regulatory organizations for 17 projects to increase their ability to assess and recognize foreign qualifications (see Appendix 2).
- ✓ Over \$400,000 in contracts for innovative projects that supported successful integration of skilled immigrants into the labour market.
- ✓ Information workshops on how to evaluate foreign credentials. Close to 100 representatives from professional regulatory organizations and post secondary institutions participated.

- ✓ Sponsored 50 workshops on workplace diversity for over 700 employers and two FQR employer forums with close to 100 participants.
- ✓ Enhanced FQR information through the development of web resources; 31 accreditation fact sheets for regulated professions and compulsory trades are posted on the "Immigrate to Alberta" web portal.

The Government of Alberta has an important leadership and coordinating role in supporting improvements in the foreign qualifications recognition processes (see Figure 1 below).

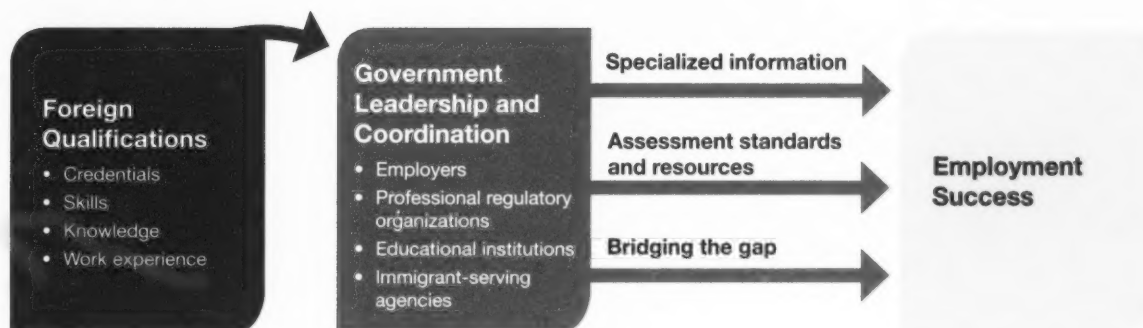


Figure 1: Improving FQR in Alberta



Thirty one accreditation fact sheets for regulated occupations and compulsory trades are available on Alberta's immigration website at www.albertacanada.com/immigration/working/occupations.html

Did you
know?

Specialized Information

Goals

- Immigrants have easy access to current, accurate and understandable information on the steps to have their foreign qualifications recognized in Alberta.
- Prospective immigrants have access to this information to support informed decision-making and pre-arrival preparation.
- Employers, professional regulatory organizations, educational institutions and immigrant-serving agencies have access to high quality information tools and resources to assist them in FQR processes.

Achievements

- ✓ Provided improved FQR information for immigrants by expanding the web content on the "Immigrate to Alberta" web portal and by providing funding for professional regulatory organizations to enhance their web resources.
- ✓ In collaboration with professional regulatory organizations, developed 31 occupational fact sheets, clearly outlining requirements for immigrants to become licensed, certified or registered to work in regulated occupations.
- ✓ Signed a memorandum of understanding with Human Resources and Skills Development Canada to integrate federal and provincial information for immigrants on the Working in Canada online tool. www.workingincanada.gc.ca
- ✓ Worked with the Government of Canada to provide Alberta-specific information to immigrants overseas through the Canadian Immigration Integration Project.
- ✓ Funded the development of a guide and methodology for employers to provide immigrant language training in the workplace. See Common Ground at: www.norquest.ca/cfe/intercultural/proj_commonground.asp

Priorities for 2010-2011

- Continuing to facilitate immigrants' understanding of requirements to work in regulated professions through the ongoing development of occupational fact sheets, self-assessment tools and other resources.
- Increasing awareness of services provided by the International Qualifications Assessment Service (IQAS) through website enhancements and the development of online tutorials for prospective IQAS clients, including immigrants, employers and professional regulatory organizations.
- Assisting professional regulatory organizations, employers and post-secondary institutions to work with skilled immigrants through the development and enhancement of communication tools and resources.

Government of Alberta
Canada

Mechanical Engineer

Accreditation Process

✓ Assessment

✓ Academic Credentials

✓ Work Experience

✓ Character and Reputation

✓ English Language Skills (TOEFL test additional cost \$180 - \$250)

+

✓ National Professional Practice Examination (NPPE) additional cost \$150

APEGGA Application
(application processing fee \$410)

APEGGA Decision

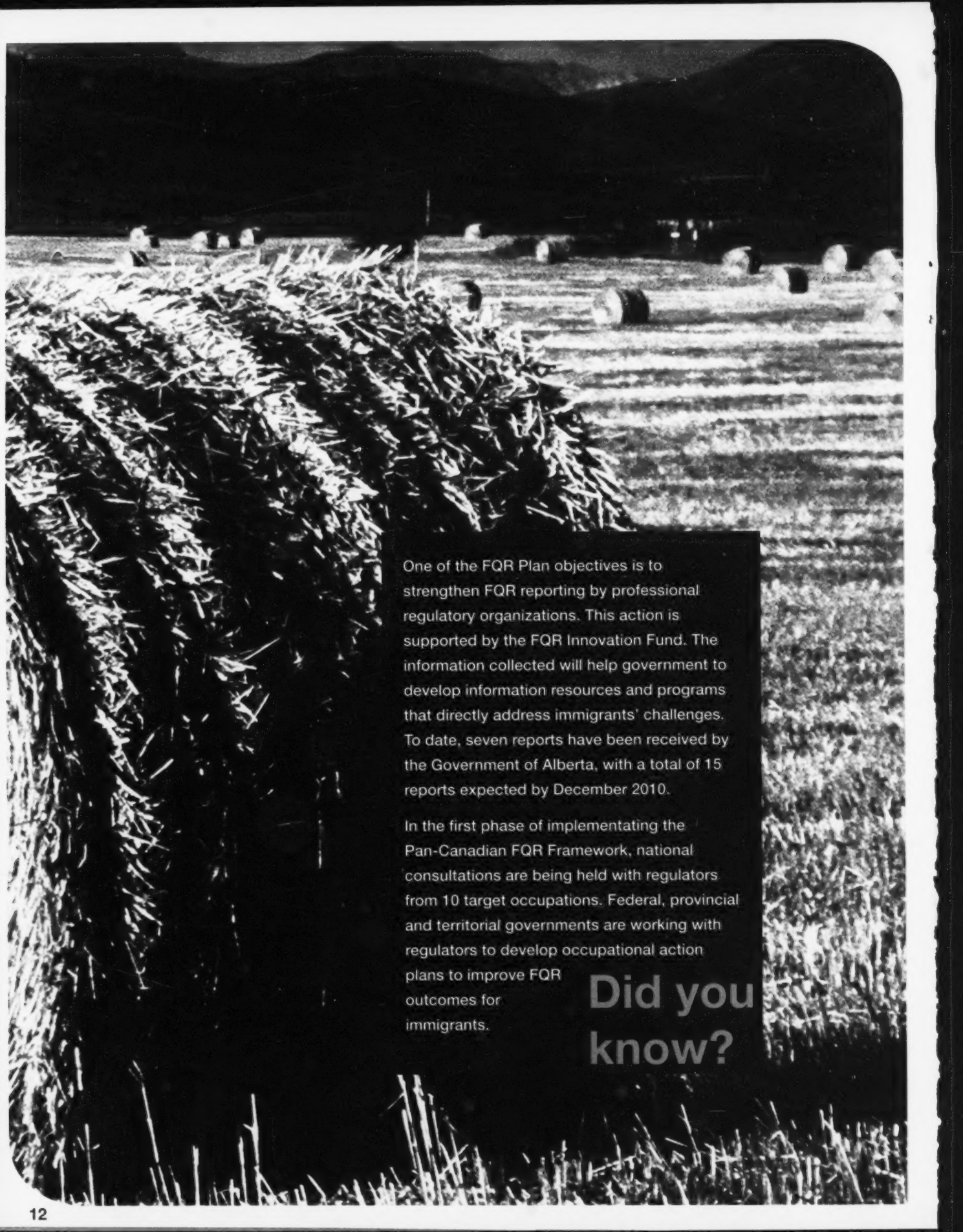
Conditional Approval Conditions: 1. Technical exams: \$150 each, or Fundamentals of Engineering exam \$180 2. Canadian work experience: Professional license \$140	Additional Training Required Academic, language, and/or bridging training (cost & duration vary)	Applicant Not Accepted
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Registration
(annual membership \$420)

Optional Occupations

- Engineering technician
- Draftsperson
- AutoCAD designer etc.

Fact sheet for Mechanical Engineers



One of the FQR Plan objectives is to strengthen FQR reporting by professional regulatory organizations. This action is supported by the FQR Innovation Fund. The information collected will help government to develop information resources and programs that directly address immigrants' challenges. To date, seven reports have been received by the Government of Alberta, with a total of 15 reports expected by December 2010.

In the first phase of implementing the Pan-Canadian FQR Framework, national consultations are being held with regulators from 10 target occupations. Federal, provincial and territorial governments are working with regulators to develop occupational action plans to improve FQR outcomes for immigrants.

**Did you
know?**

Assessment Standards and Resources

Goals

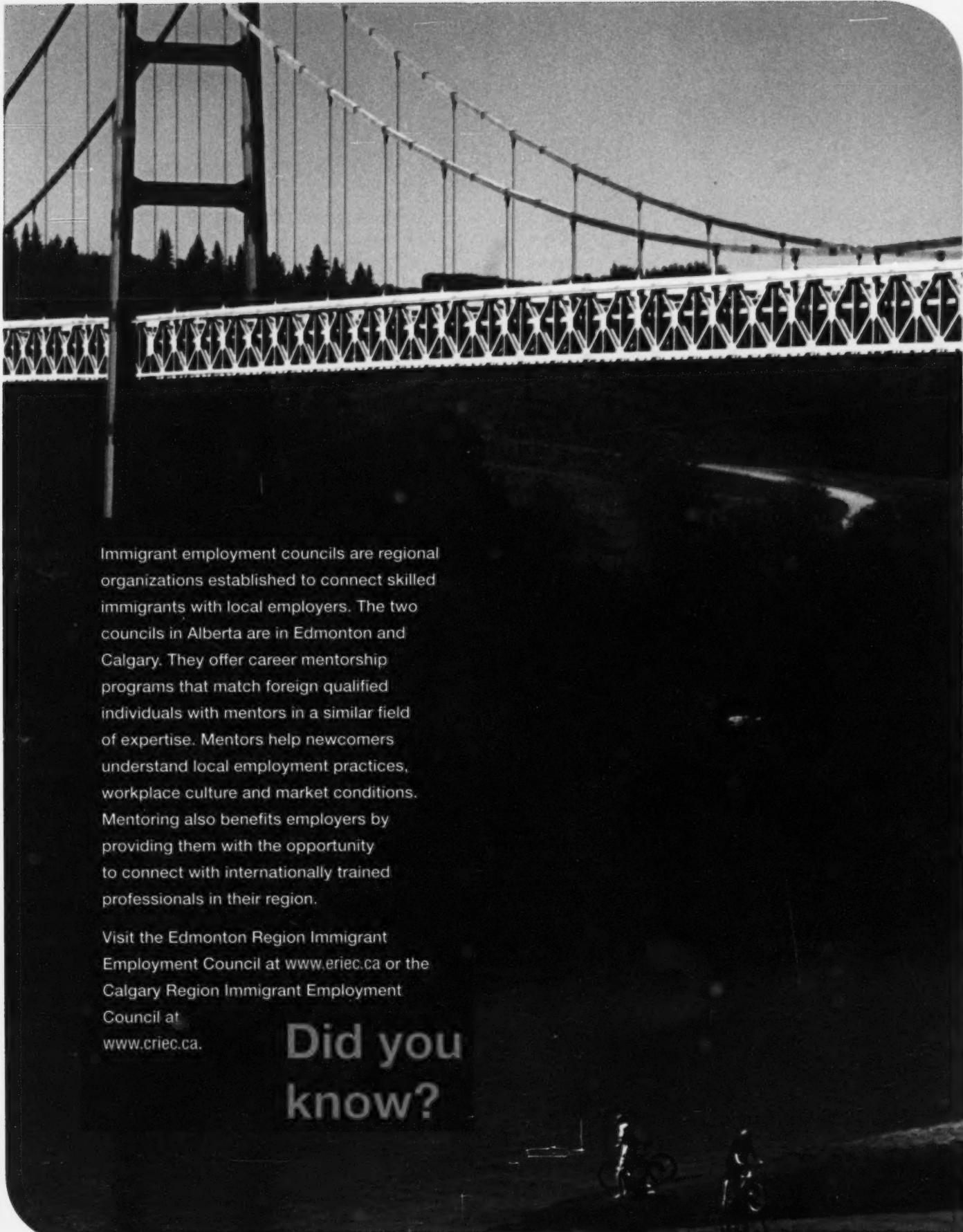
- The assessment of foreign qualifications follows the principles of transparency, fairness and accountability.
- Assessments are based on accurate and current information.
- Alberta's occupational standards are upheld.

Achievements

- ✓ Established the FQR Innovation Fund to support professional regulatory organizations to streamline FQR processes. For example, the project by the College of Physicians and Surgeons of Alberta included automating their online application and registration systems to streamline the assessment of international medical qualifications. A complete list of projects supported by the Innovation Fund is included in Appendix 2.
- ✓ Strengthened FQR data collection and reporting on the number of foreign trained applicants that apply for licensure, registration or certification; success rates; and specific challenges in meeting the requirements (e.g. language, education, examinations and work experience).
- ✓ Participated in the development and the first phase of implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications.
- ✓ Provided nine workshops to nearly 100 representatives from professional regulatory organizations and post-secondary institutions on credential evaluation methodology and international education systems.
- ✓ Completed a new International Education Guide for Pakistan.
- ✓ Sponsored an expert symposium for post-secondary institutions with a focus on the recognition of prior learning of immigrants.
- ✓ Completed research on the quality and comparability of post-graduate medical training in six countries: India, Pakistan, South Africa, Egypt, Nigeria and Germany.

Priorities for 2010-2011

- Continuing to actively participate in the implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (Alberta is represented on two national task teams focused on specific aspects of this work).
- Continuing to assist FQR decision makers through the ongoing development of new International Education Guides and online tutorials, as well as through the delivery of workshops.
- Maintaining and strengthening partnerships with professional regulatory organizations, and continuing to promote best practices to ensure they have the tools and resources to fairly and accurately assess foreign qualifications.
- Improving assessment and recognition outcomes by reviewing FQR reports from professional regulatory organizations and developing targeted actions to improve licensing outcomes for immigrants. Ensuring that professional regulatory organizations have the resources and tools to meet the reporting requirements under the FQR Plan.
- Completing research to build an understanding of how trades credentials in the United Kingdom and Ireland compare with Canadian standards and credentials.



Immigrant employment councils are regional organizations established to connect skilled immigrants with local employers. The two councils in Alberta are in Edmonton and Calgary. They offer career mentorship programs that match foreign qualified individuals with mentors in a similar field of expertise. Mentors help newcomers understand local employment practices, workplace culture and market conditions. Mentoring also benefits employers by providing them with the opportunity to connect with internationally trained professionals in their region.

Visit the Edmonton Region Immigrant Employment Council at www.eriec.ca or the Calgary Region Immigrant Employment Council at www.criec.ca.

**Did you
know?**

Bridging the Gap

Goals

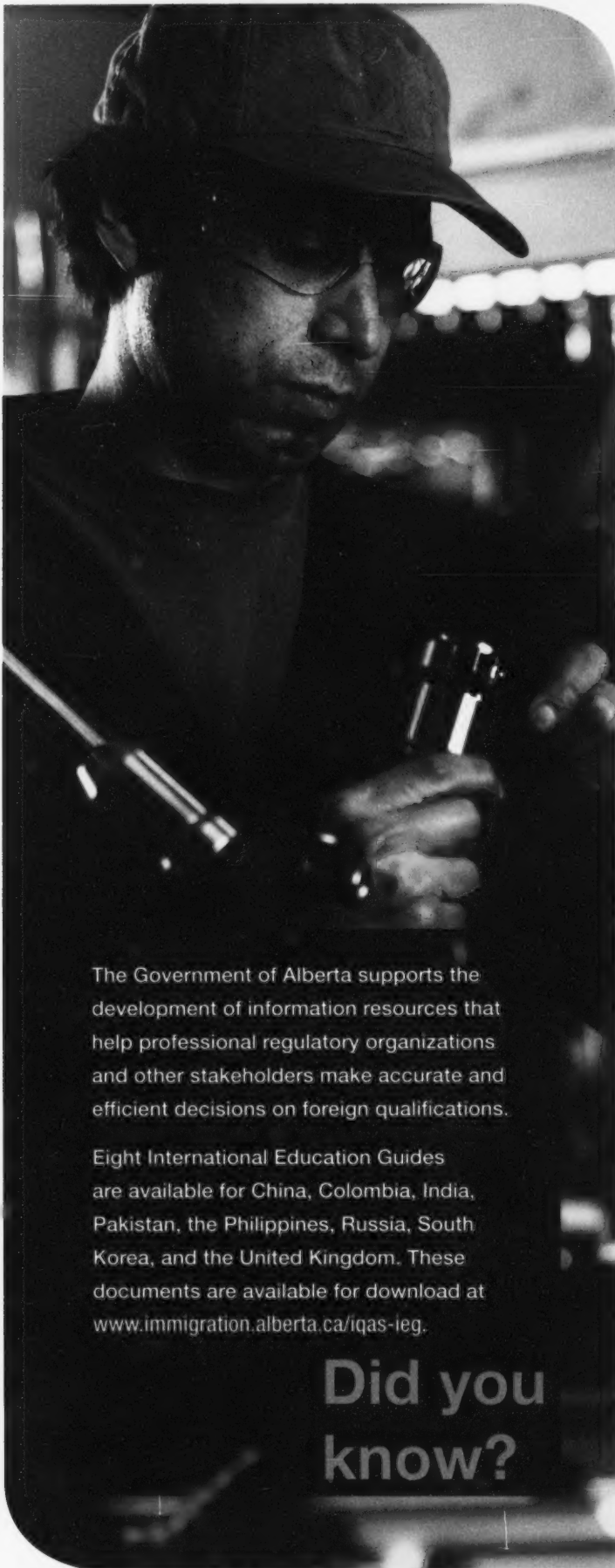
- Immigrants can effectively acquire the knowledge and skills they need to meet Alberta's accreditation standards.
- Employers include immigrants in the labour force.

Achievements

- ✓ Sponsored bridging programs in accounting, veterinary medicine, business and finance, engineering, nursing, teaching, pharmacy, medicine and policing.
- ✓ Supported immigrant employment councils in Alberta, as well as employer forums in Edmonton and Calgary where participants shared information and best practices.
- ✓ Sponsored 50 workshops and coaching sessions across the province to help employers manage cultural diversity and integrate immigrants into their workplaces.
- ✓ Funded operational costs for the Immigrant Access Fund, a charitable organization that offers micro loans to immigrants. www.iafcanada.org
- ✓ Funded research and initial program development to help bridge immigrants to employment.

Priorities for 2010-2011

- Developing a policy framework to guide the administration and coordination of bridging programs and services.
- Supporting the development of tools and resources that help employers integrate immigrants into their workplaces.
- Exploring partnerships with other provincial governments to support bridging programs across multiple jurisdictions.
- Supporting information workshops for employers on how to use the Common Ground language training guide and methodology.



The Government of Alberta supports the development of information resources that help professional regulatory organizations and other stakeholders make accurate and efficient decisions on foreign qualifications.

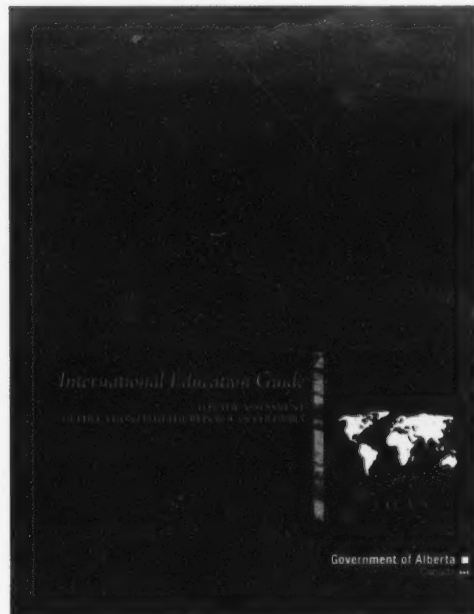
Eight International Education Guides are available for China, Colombia, India, Pakistan, the Philippines, Russia, South Korea, and the United Kingdom. These documents are available for download at www.immigration.alberta.ca/iqas-leg.

**Did you
know?**

Conclusion

The Government of Alberta and its partners have made significant progress towards ensuring that the qualifications of immigrants are recognized and that they are able to fully participate in the province's workforce. This progress is a testament to the strong spirit of collaboration that exists between government, professional regulatory organizations, employers, post-secondary institutions and other stakeholders. Together, we have had many successes that are worth celebrating.

The government is committed to working with all its partners to ensure that there is continued progress towards the achievement of the desired outcomes of the FQR Plan. This commitment will enable immigrants to have the opportunity to fully use their education, skills and work experience for the benefit of themselves and the Alberta economy.



International Education Guide for Colombia

Performance Measures

The FQR Plan included a list of proposed performance measures. However, when the plan was released, there was a general lack of baseline data from which to measure progress. In response to this challenge, the Government of Alberta made slight modifications in May 2009, to improve performance measures and to promote a cycle of continuous improvement.

Key Assumptions:

- Performance measurement will become more sophisticated over time as data becomes available.
- The economy is likely to influence the immediate economic outcomes of immigrants.

Overall objective

Outcome	Performance Measures	2007 Results	2009 Results	2011 Target	2015 Target
Overall Objective: immigrants will have the opportunity to fully use their education, skills and work experience for the benefit of themselves and the Alberta economy	Percentage of immigrants who report employment related or somewhat related to their previous education	72%	66%	66% (conservative target set to account for economy)	10% over 2011 results
	Percentage of immigrants who report they do not feel very overqualified for their current job	74%	76%	76% (conservative target set to account for economy)	10% over 2011 results

Source: International Qualifications Assessment Service (IQAS) Client Survey, 2009. The IQAS Client Survey is conducted bi-annually and results are not necessarily representative of the opinions of all foreign qualified professionals in Alberta. However, both the sample and methodology are robust, and the IQAS survey is currently the best source of data available. These are initial targets and they will be reviewed next year.

Specialized information

Desired Outcomes	Performance Measures	2008-2009 Results	2009-2010 Results	2010-2011 Targets	2015 Target
• Immigrants have easy access to current, accurate and understandable information on the steps to recognize their foreign qualifications in Alberta • Prospective immigrants have access to this information to support informed decision-making and pre-arrival preparation • Employers, professional regulatory organizations, educational institutions and immigrant-serving agencies have access to high quality information tools and resources to assist them in FQR processes	Number of visits to FQR information on the Immigrate to Alberta web portal	N/A	14,025 (between July 2009 and March 2010)	20,000	20% over 2010-2011 results

Assessment Standards and Resources

Desired Outcomes	Performance Measures	2008-2009 Results	2009-2010 Results	2010-2011 Targets	2015 Target
- The assessment of foreign qualifications follows principles of transparency, fairness and accountability - Assessments are based on accurate and current information - Alberta standards are upheld	Number of complete FQR reports provided by professional regulatory organizations	N/A	15*	30	40 professional regulatory organizations provide FQR reports
	% of participants attending IQAS assessment methodology workshops who find them relevant or very relevant to their work	100%	100%	100%	100%

*The 2009-2010 target for PRO FQR reports was 15. To date, government has received 7 FQR reports, with agreements in place to receive at least 8 more reports by December 2010. The final number of reports for 2010 will be included in the next progress report. The reason for this lag is that professional regulatory organizations have been invited to submit reports according to their internal processes and reporting structures. They may report according to fiscal, annual or other organizational calendars. Targets are cumulative, meaning that we expect a total of 30 professional regulatory organizations to be reporting by the end of 2011, including the 15 that will have reported by the end of 2010.

Bridging the Gap

Desired Outcomes	Performance Measures	2008-2009 Results	2009-2010 Results	2010-2011 Targets	2015 Target
- Immigrants can effectively acquire the knowledge and skills to meet Alberta's standards - Employers fully utilize immigrants in the labour force	Percentage of bridging programs that target regulated occupations with high labour market demand <i>(current or projected)</i>	64%*	73%*	70%**	75%
	Number of diversity training workshops provided to employers and industry sectors	21	50	27***	To be determined, subject to employer feedback on future need

*Source: Immigrant bridging programs that were funded by the province over the last two years were cross-checked against the Government of Alberta, Employment and Immigration, Alberta's Occupational Demand and Supply Outlook 2009 – 2019.
www.employment.alberta.ca/documents/LMI/LMI-LMF_occ_demand_supply.pdf

**Note: It is important that bridging programs remain responsive to both labour market demand and client demand. Therefore, programs may also be required for occupations for which labour shortages are not projected, where internationally trained professionals face particular challenges.

***The 2010-2011 target group will be small and medium size employers and will require more time dedicated to marketing and connecting with potential participants.

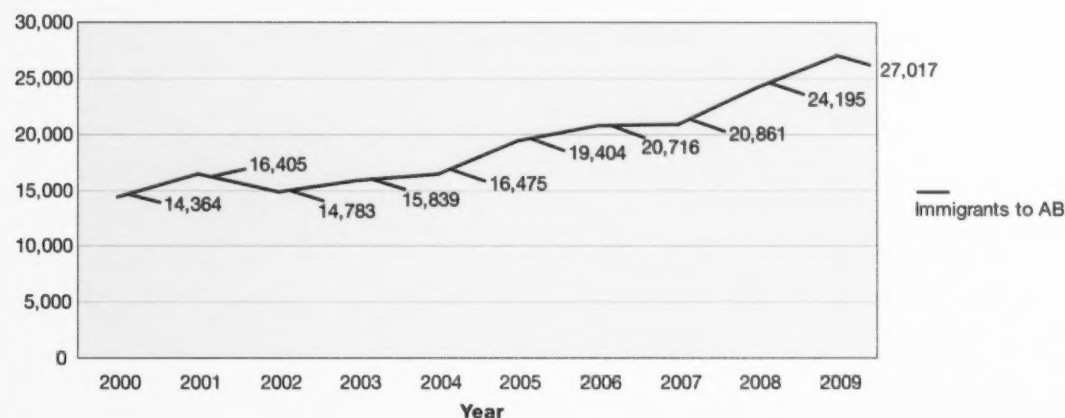
Appendix 1 – Statistical Overview of Immigration to Alberta

Immigration to Alberta, 2006-2009

Class	2006	2007	2008	2009
Permanent Residents – Total (percentage increase over previous year)	20,716 (+6.8%)	20,861 (+0.7%)	24,195 (+16%)	27,017 (+11.7%)
Economic Immigrants	11,219	11,276	14,503	16,532
Economic Immigrants as Percentage of Total	54.2%	54.1%	59.9%	61.2%

Notes: "Immigrants" only includes permanent residents. Temporary residents such as visitors, temporary foreign workers and international students, are not included in these figures. The Economic Immigrant category includes principal applicants and their dependents in the following subcategories, namely: federal skilled workers, business immigrants, provincial or territorial nominees, Canadian experience class and live-in caregivers

10 Year Trend: Immigration to Alberta, 2000-2009



Number of Alberta Immigrants with Diploma, Trade Certificate or University Degree, 2006-2009

Class	2006	2007	2008	2009
Total Number of Immigrants with Post-Secondary Credentials	9,775	9,803	12,060	13,422
Percentage of Permanent Residents with a Post-Secondary Credential	47.2%	47%	49.8%	49.7%

Top 5 Source Countries, Immigration to Alberta, 2009

Country	Number of Immigrants
1. Philippines	4,647
2. India	3,283
3. China	2,034
4. United Kingdom	1,955
5. United States	1,076

Source: Citizenship and Immigration Canada, Facts and Figures, Preliminary 2009 Data.

Appendix 2 – Summary of FQR Projects, Objectives and/or Results

Alberta Employment and Immigration provides funding support to partners across a number of sectors in support of foreign qualification assessment and recognition. Below is a list of 30 projects, services or initiatives supported by government in 2009-2010.

FQR Innovation Fund

The FQR Innovation Fund was established to assist professional regulatory organizations in streamlining their FQR processes. A total of 17 projects with 13 professional regulatory organizations were funded through grant agreements.

Organization	Status/ Expected Outcomes or Results
College of Physicians and Surgeons of Alberta (CPSA) 1 – Statistical Reporting	In progress: Internationally trained physicians applying to have their credentials recognized in Canada will benefit from the CPSA's increasing understanding of the process and its challenges. By way of this project, the CPSA will also be able to meet FQR reporting requirements. This information will help government to develop information resources and bridging programs to assist internationally trained physicians to become licensed.
CPSA 2 – Interactive Self-Assessment	Complete: Internationally trained physicians interested in practicing in Alberta will benefit from online self-assessment tools that will enable them to conduct a preliminary assessment of their eligibility for licensure in Alberta.
CPSA 3 – Clinical Practice Readiness	In progress: This tool will allow internationally trained physicians to determine their readiness to practice medicine in Alberta.
CPSA 4 – Online Application for Supervised Practice	In progress: Internationally trained physicians who are not eligible for independent practice will be able to apply online for supervised (limited) practice.
CPSA 5 – Automated Workflow	In progress: The assessment of international medical qualifications will be streamlined by automating the online application and registration systems. This will expedite the process for internationally trained physicians applying to have their credentials recognized in Alberta to receive a decision concerning their application.
Alberta Opticians Association (AOA)	Complete: Internationally trained opticians may now undertake a prior learning assessment, whereby the AOA will provide the applicant with a decision regarding registration or further requirements to become registered in Alberta. The prior learning assessment will allow some individuals to be eligible for registration without having to meet any additional requirements. This project was completed in collaboration with the regulator in B.C. and registration requirements are now consistent in both provinces.
Alberta Podiatry Association (APA)	In progress: Internationally trained podiatrists will benefit from streamlined assessment processes and online information. The association is developing a database of international podiatric programs, benchmarks and standards for additional training.
Alberta College of Pharmacists (ACP)	Complete: Internationally trained pharmacists will benefit from the ACP's increasing understanding of the licensing challenges of foreign trained applicants. By way of this project, the ACP will also be able to meet FQR reporting requirements. This information will help government to develop information resources and bridging programs to help internationally trained pharmacists become registered.

College of Registered Psychiatric Nurses of Alberta (CRPNA)	In progress: Internationally trained registered psychiatric nurses will benefit from the development of new qualification assessment tools, as well as through the CRPNA's collaboration with regulatory organizations in other provinces to enhance consistency of assessments and outcomes. In addition, internationally trained applicants will benefit from the CRPNA's increasing understanding of the licensing challenges of foreign trained applicants. By way of this project, the CRPNA will also be able to meet FQR reporting requirements. This information will help government to develop information resources and bridging programs to help internationally trained registered psychiatric nurses become registered to practice.
College of Dietitians of Alberta (CDA)	In progress: Internationally trained dietitians applying to have their credentials recognized in Alberta will benefit from the CDA's streamlining of assessment processes. In addition, the CDA will be able to meet FQR reporting requirements, which will help government to develop information resources and bridging programs.
Alberta Land Surveyors Association (ALSA)	Complete: The association reviewed assessment processes and developed recommendations to improve the qualification recognition of internationally trained land surveyors.
Alberta Institute of Agrologists (AIA)	Complete: Internationally trained agrologists applying to have their credentials recognized in Alberta will benefit from new information resources and streamlined qualification assessment processes, as well as new mechanisms to support their success in obtaining professional registration. A new section on the institute's website provides information addressing needs and concerns of internationally trained agrologists.
College of Licensed Practical Nurses of Alberta (CLPNA)	In progress: Internationally trained licensed practical nurses will benefit from the CLPNA's increasing understanding of the licensing challenges of foreign trained applicants. By way of this project, the CLPNA will also be able to meet FQR reporting requirements. This information will help government to develop information resources and bridging programs to help internationally trained practical nurses become licensed. In addition, internationally trained licensed practical nurses will be able to check their application status online.
College of Physical Therapists of Alberta (CPTA)	In progress: Internationally trained physical therapists applying to have their credentials recognized in Alberta will benefit from increased assessment capacity and an online credential assessment tool.
Alberta Veterinary Medical Association (AVMA)	In progress: Internationally trained veterinarians applying to have their credentials recognized in Alberta will save time and money by having the Clinical Proficiency Exam available in Alberta.
Institute of Chartered Accountants of Alberta (ICAA)	In progress: Internationally trained chartered accountants applying to have their credentials recognized in Alberta will benefit from a community outreach program and accounting-focused English language training. In addition, a regional credentials assessment system will be developed to streamline their entry into the profession.
Association of Science and Engineering Technology Professionals of Alberta (ASET)	In progress: Internationally trained engineering technologists applying to have their credentials recognized in Alberta will benefit from new information tools and resources, as well as from a streamlined approach to assessments.

FQR Innovative Projects

In addition to the Innovation Fund for professional regulatory organizations, government contracted other partners to assist with implementation of the FQR Plan. A total of nine contracts were awarded to eight partners to support FQR related objectives.

Organization/Project	Status/ Expected Outcomes or Results
NorQuest College – Prior Learning Assessment and Recognition	Complete: Internationally trained professionals and skilled workers undertaking studies at NorQuest will benefit from streamlined assessment processes at the college. In addition, NorQuest hosted a prior learning assessment and recognition symposium for stakeholders to share information and best practices in the integration and support of immigrants.
Edmonton Region Immigrant Employment Council (ERIEC) – PLAR Models for ERIEC Mentorship Program	Complete: The development of a Prior Learning Assessment and Recognition (PLAR) process for the ERIEC Mentorship Program will benefit internationally trained professionals and skilled workers by enabling the program to better match mentees with experiential opportunities.
Edmonton Construction Association – Building Information Modelling for Immigrants	Complete: Internationally trained construction experts applying to have their credentials recognized in Alberta had the opportunity to participate in Building Information Modelling training in order to enhance their technical skills and increase their employability.
Edmonton Mennonite Centre for Newcomers – Pre-Operational Study for a Teacher Bridging Program	Complete: This research increased government's understanding of the needs and challenges of internationally trained teachers applying to have their credentials recognized in Alberta. In addition, the research also generated a model and curriculum for a potential bridging program.
Immigrant Access Fund (IAF) Society of Alberta – Multi-year Technology Planning	Complete: The IAF developed a plan to streamline its processes and increase capacity by utilizing web-based tools. In the future, loan applicants will be able to apply for loans online from any place in Alberta and communicate with peers via a web portal.
IAF – Financial Sustainability Plan	Complete: The Financial Sustainability Plan provides a long-term framework to continue to provide micro loans in support of internationally trained professionals and skilled workers meeting the requirements for employment and/or licensure in their field.
Bredin Institute – FQR Resources and Information in Calgary	Complete: Internationally trained professionals and skilled workers in Calgary will benefit from the dissemination of FQR information and resources to various ethno-cultural groups, who are often their first points of contact.
Bowen Workforce Solutions – Employer Supports	Complete: Employers in Calgary were provided with information and resources to increase their readiness and capability to welcome immigrants into the labour pool. Bowen developed resources, including a "business case" and an orientation workbook for immigrant employees, that will be available to Alberta employers on the "Immigrate to Alberta" web portal.
The Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA) – Job Search and Coaching for Internationally Educated Engineering Professionals	Complete: Internationally trained engineers applying to have their credentials recognized in Alberta had the opportunity to receive job search training and coaching to facilitate their integration into Alberta's labour market. By learning how to analyze and communicate their past experience in a way that Canadian employers of engineers understand, they increased job search effectiveness.

Bridging the Gap

Four special initiatives were also funded by government to help "bridge the gap" between the qualifications held by immigrants and employment or licensure. Please note: specific immigrant bridging programs are not listed here.

Organization/Project	Status/ Expected Outcomes or Results
Immigrant Access Fund Society of Alberta – Operational Support	Ongoing: The IAF is a charitable organization that provides microloans to eligible internationally trained professionals and skilled workers so they can cover financial costs related to becoming employed or licensed. The loans are backed by the private sector. The Government of Alberta provides grant funding to support operational and administrative costs.
Centre for Race and Culture – Workplace Diversity Training for Alberta Employers	Complete: The workplace diversity training sessions offered by the Centre for Race and Culture (formerly the Northern Alberta Alliance on Race Relations), provided employers with information and supports to facilitate immigrants' inclusion and integration into the workplace.
ERIEC – FQR Employer Forum in Edmonton	Complete: Employer forums supported the integration of immigrants into the workplace by providing employers with the opportunity to share information and best practices. In addition, the forums in Edmonton and Calgary gave government an opportunity to present the resources available to employers to successfully attract and retain internationally trained workers and learn what additional resources could be developed.
Talent Pool (Calgary Chamber of Commerce) – FQR Employer Forum in Calgary	

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